

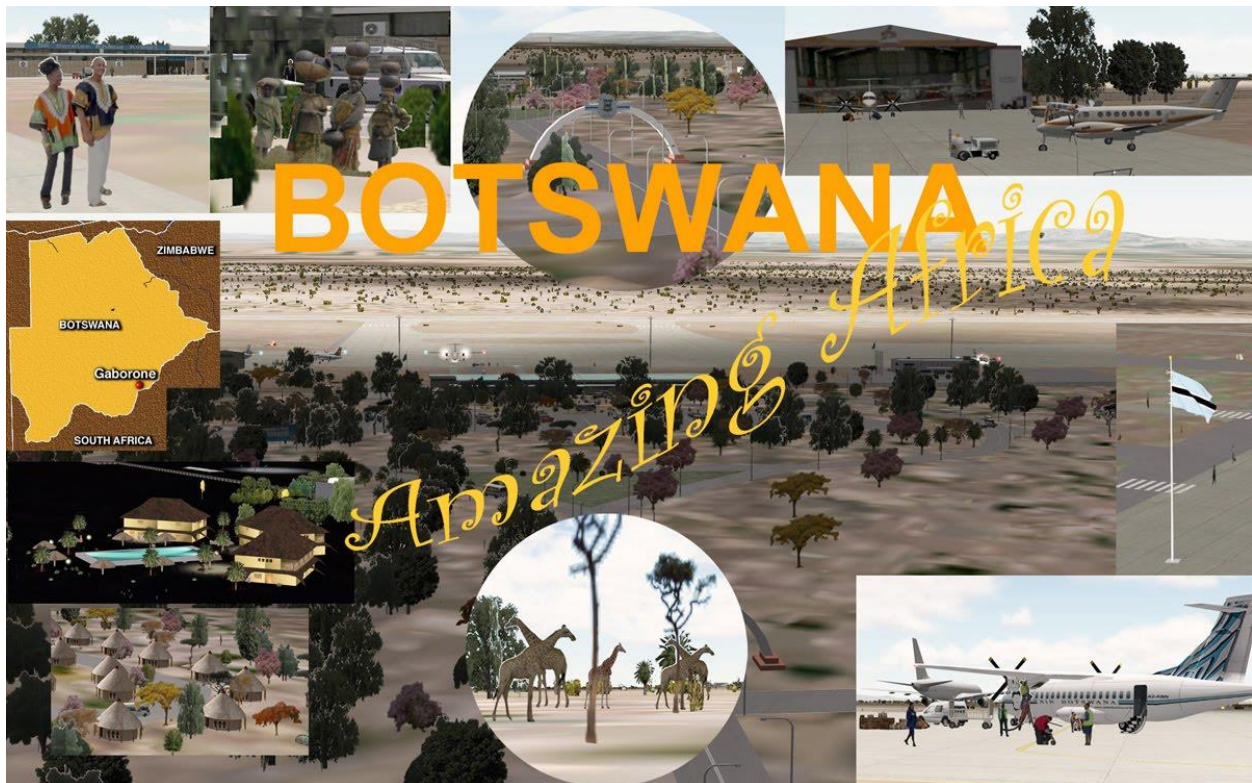


Africa Academy of Management

BOTSWANA CONFERENCE

8-11 January 2014

PROGRAM



Courtesy of xp-africa.blogspot.com

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Le amogetswe (Welcome)!

Dear Conference Participants,

As the Program Chair, it is my pleasure to welcome you to the 2ND Biennial conference for Africa Academy of Management (AFAM).

This is a very exciting event as it marks our first conference to be held on the continent of Africa. One of our goals in holding these conferences is to engage and understand the rich diversity of the continent dispelling the tendency to homogenize such a vast region of the world. We chose Botswana because good governance and management has enabled it to be on a positive growth trajectory since independence. It reflects the strategy and mission of AFAM to promote management knowledge and education that enables African economies to advance. The conference draws participants from Africa, Asia, Americas, Australia, the Caribbean and Europe, all seeking to understand and inform Africa management scholarship. As a result of that breadth, we have a wide range of exciting topics ranging from poverty eradication to celebration of the emergence of supranational organizations in Africa. The Conference pledges to deliver current and relevant information for scholars and practitioners interested in management scholarship about Africa. It will also provide opportunities for scholars, industry leaders and government officials to exchange ideas on management best practices from Africa's vantage point.

We have created a program consisting of academic tracks, experiential programs and culturally- infused adventures. The tracks for the conference include **Entrepreneurship and Small Business; Organizational Behavior and Human Resource Management; Public Policy, Administration of Government, and Non-governmental Organizations; Strategy and International Management and General Management.**

The beautiful city of Gaborone provides the ideal setting for AFAM's 2nd Biennial conference. Gaborone is a vibrant city with a thriving business culture that still boasts of unspoiled natural environments. The weather will be in the 90's (between 36⁰ -40⁰ C) with lows in the 60's (between 16⁰- 20⁰C), a very much welcomed change for those coming from the frigid temperatures of the northern hemisphere. The 2014 conference program builds upon the program format of Academy of Management Africa Conference, 2013. Together with our gracious hosts from University of Botswana we have put together a program that infuses local culture throughout your stay. Starting from the cuisine, we have incorporated local dishes to give you a first-hand experience of the Batswana (people of Botswana) cuisine. We will also explore Gaborone through experiential business tours, cultural adventures, and even go on a game safari which will conclude with a bonfire storytelling circle! For those who want to explore Botswana further, we have facilitated two days after the conference for you to visit the Okavango Delta Region.

I look forward to meeting all of you in Gaborone in January at what promises to be a most stimulating and enjoyable conference!

Eileen Kwesiga, PhD

2014 Conference Program Committee Chair



About the Africa Academy of Management (AFAM)

The Africa Academy of Management (AFAM) is a professional group of academics and practitioners interested in management scholarship and teaching in Africa. The primary purpose of AFAM is the development and improvement of members' capabilities for research and teaching of management in organizations in Africa. The secondary purpose is the promotion and advancement of management in Africa. AFAM also provides an outlet for scholarly work on management in African organizations. We aim to (1) Foster the general advancement of knowledge and scholarship in the theory and practice of management among African scholars and/or academics interested in management and organization issues in Africa. Africa is defined broadly to include all of Africa and individuals of African descent in the Diaspora (i.e., The Caribbean, South America, Europe, Asia, Oceania, Middle East, and North America); and (2) Perform and support educational activities that contribute to the intellectual and operational leadership in the field of management within the African context. We have partnered with the Academy of Management to offer faculty development workshops in Ghana and Rwanda during the past two years.

AFAM Executive Committee

Dr. Stella M. Nkomo, University of Pretoria (South Africa) –President

Dr. David Zoogah, Earl Graves School of Business, Morgan State University (USA) – Secretary

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Dr. Elham Metwally, American University in Cairo (Egypt)

Dr. Nceku Nyathi, University of Cape Town (South Africa)

Track Chairs

Dr. Moses Acquaah, Bryan School of Business and Economics, University of North Carolina at Greensboro (USA) – **Strategy and International Management**

Dr. Constant D. Beugré, Delaware State University - **Organizational Behavior and Human Resource Management**

Dr. Benson Honig, DeGroote School of Business, McMaster University (Canada) – **Entrepreneurship and Small Business**

Dr. Elham Metwally, American University in Cairo (Egypt) – **Public Policy, Administration of Government, and Non-governmental Organizations**

Dr. Judy Muthuri, University of Nottingham, School of Business (UK) – **General Management**

Dr. Amanuel Tekleab, Wayne State University (USA) – **PDW**

Why Botswana?



Botswana is a beacon in Africa for its stable uninterrupted civilian leadership and its progressive social policies. The Botswana Democratic Party has been in office since independence in 1966 and has provided wide freedom to opposition parties as well as good governance. It is one of the few African countries that have shown steady economic growth. Shortly after independence, Botswana had a GDP per capita of about US\$70 and was ranked among the poorest nations of the world. Today, Botswana is on track as one of the fastest-growing economies in the world with a GDP per capita of about \$14,000. The country has also been said to possess the best credit risk in Africa. The mainstay of the economy is mineral extraction, predominantly diamond mining. Tourism is now a growing sector due to the country's conservation practices and extensive nature reserves. Although, Botswana has done well in realizing the Millennium Development Goals (MDGs) having already surpassed the target set on Universal Primary Education, the government has identified the need to accelerate development. The government is pursuing a strategy for economic development and sustainable growth to diversify the country and decrease reliance on minerals, especially diamonds. This strategy is aimed at mitigating the challenges of a slowing GDP, low FDI in recent years, unemployment (especially in rural areas and among youth), and income inequality.

The natural terrain is mostly flat and arid with 70% of the landscape comprised of the Kalahari Desert. The oldest inhabitants of the land are the Khoisan (indigenous San people). The Khoisan has been featured in movies such as "Gods must be Crazy", and the oldest cave paintings in both Botswana and South Africa from over twenty thousand years ago were done by the Khoisan. Today, they are small minority who are unsuccessfully striving to hold on to their traditional way of life of hunting and gathering. The rest of ethnic groups in Botswana are the Tswana (or Setswana) 79%, Kalanga 11%, Basarwa 3%, other, including Kgalagadi and white 7%. Botswana's neighbors are South Africa to the south and southeast, Namibia to the west and north, Zimbabwe to the northeast and Zambia to the north.

Our Hosts



Our local host is the Centre of Specialization in Public Administration and Management (CESPAM) in the Faculty of Social Sciences, University of Botswana. CESPAM's mandate is to educate leaders in the SADC public sector in best practice in public administration and management to empower them to lead and manage their respective organizations efficiently and effectively. The University of Botswana began as a part of a larger university system known as **UBBS**, or the **University of Bechuanaland (Botswana), Basotoland (Lesotho), and Swaziland** that was founded in 1964 to reduce the three countries' reliance on tertiary education in apartheid-era South Africa. After Botswana and Lesotho became independent in 1966, the university was called the University of Botswana, Lesotho, and Swaziland (UBLS). (Source: Wikipedia). After the withdrawal of Lesotho from the union, a joint University of Botswana and Swaziland existed for several years until in the early 1980s the university was amicably divided into two separate national universities. Today, the University of Botswana has 18, 717 students, 7 Faculties, and 2, 794 academic and support staff.

Local Arrangements Committee

Dr. Mpabanga - Director, CESPAM; Chairing
Mrs. V. Botshelo - Admin Officer, CESPAM
Mrs. S. Muyela - Personal Secretary, Deputy Dean's Office
Mrs. W. Noge - Secretary, PAS
Ms. D. Molefe - Secretary, Faculty Administrator's office

Ms. B. Otsile - Personal Assistant, Dean's Office
Ms. S. Masisi - Secretary, Dean's Office
Ms. M. Mophalane - Personal Assistant, CESPAM

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Our Time Together

1. Registration

The registration desk will be open beginning on 7 January.

2. *Experiential Learning Journeys*

During our time in Botswana, you will have a chance to visit an organization to learn about how it manages its operations, staff and resources. When you register you will have an opportunity to sign up for one of the sites described below. Transportation will be provided from the Conference Centre promptly at 1 p.m. on 10 January. You will have a further chance to engage with the hosts at these organizations during lunch on 11 January. We have four experiential learning sites:

a. **Ostrich Abattoir**

Botswana has the largest population of wild ostriches in the world. In 1994, the Department of Wildlife and National Parks' aerial surveys estimated Botswana's wild ostrich population to be about 60 000 with the largest population being in north-western Kgalagadi and south-west Ngamiland. Commercial ostrich farming started in Botswana in the late 1980s. Currently, breeding birds reared commercially in Botswana are estimated to be slightly over 1000. Ostrich's products are mainly leather, eggs and low fat meat which is very popular in the Middle East and Europe.

b. **Diamond Polishing Company**

Debswana Diamond Company (Pty) Ltd is a partnership between the Government of the Republic of Botswana and De Beers Group, whose main purpose is to mine and recover diamonds optimally and responsibly. Debswana operates Orapa, Letlhakane, Jwaneng and Damtshaa mines in Botswana. The four mines have contributed enormously to the economic growth of Botswana, not only in terms of direct foreign exchange and government revenues generated by diamond sales, but also through the multiplier effect on taxes, employment and infrastructure in remote areas. The country's impressive economic record has been built on a foundation of diamond mining, prudent fiscal policies, international financial and technical assistance, and a cautious foreign policy.

c. **Geological Survey**

From its inception, the organization has focused on groundwater development due to the need to supplement the very limited surface water resources of much of the country. Since geological information is a pre-requisite to a successful groundwater development, there has been systematic regional mapping of the whole country. The survey started with conventional geological mapping (often under very tough conditions) and has accumulated vast amounts of information over the years. This systematic build-up of information and the need to study the unexposed Kalahari areas has meant that the Survey had to use not only the traditional methods of "observation and interpretation", but also the more advanced methods of remote sensing and geophysical surveys

d. **BOTEC**

Botswana Technology Centre (BOTEC) is a leading Research and Technology Organization established by the Botswana Government in 1979. BOTEC supports the national development goals by aligning research, science and technology products and services with the National Development Plans. The organization, which leads in harnessing innovative science and

technology for the transformation of Botswana into a globally competitive nation, is renowned for successful implementation of energy projects. It operates under the Ministry of Communications, Science and Technology.

1. *Bahurutshe Cultural Village*

Along the heart of the beautiful hills of Mmankgodi is the Bahurutshe Cultural Village. This is a place where the Bahurutshe tribe's culture is kept alive and relevant through traditional art. The village welcomes visitors looking to experience the culture and traditions of the locals. Visitors are taught how to dance by adult women clad in mateisi with a few dressed in traditional leather dress. After the dance you will be ready to enjoy a traditional buffet lunch that includes, bogobe, phaleche, seswaa, morogo, tswana breed boiled chicken and, yes you guessed it, authentically Botswana!.

2. *Game Park Safari and Bonfire Storytelling*

Mokolodi Nature Reserve is a private not-for-profit game reserve in southern Botswana. Founded in 1994 by The Mokolodi Wildlife Foundation, it is situated on 30 km sq. of donated land 10 km south of the capital Gaborone. The nature reserve is inhabited by a wide variety of indigenous African game, bird and reptile species, some of which are rare and vulnerable to the threat of extinction. The southern White Rhinoceros herd at Mokolodi Nature Reserve is part of a national breeding programme which contributes to the re-building of the national herd in Botswana. The park contains many species of wildlife such as white rhino, cheetah, mountain reedbuck, giraffe, zebra, red hartebeest, sable, gemsbok, reared elephants, kudu, impala, hyena, leopard and water buck. The park is developed as a game sanctuary with an extensive network of paths, which permits viewing the wild life at close quarters. The park administration is planning to expand its limits of conservation area up to the Lion Park.

Conference Track Description Summaries

The conference program of paper sessions, symposia and workshops, and experiential learning journeys are keyed to the four conference themes:

Track 1: Entrepreneurship and Small Business

The entrepreneurship and SME track will focus on both empirical and conceptual papers examining issues relating to sustainability in both entrepreneurial and family and small business research in Africa. Topics range from incubation, nascent entrepreneurship to microenterprise promotion and training.

Track 2: Organizational Behavior and Human Resource Management

This combined track includes conceptual and empirical papers including all aspects of both organizational behavior and human resources management, preferably in an African context.

Track 3: Public Policy, Administration of Government, and Non-governmental Organizations

We encouraged papers from academics, researchers, and professionals that investigate public and non-governmental organizations. Topics range from public governance; capacity building; public service quality; public management in complex environments; E-government; workplace democracy and public administration; education and training to public accountability and social enterprise

Track 4: Strategy and International Management

The Strategy and International Management track welcomes conceptual and empirical papers that focus on all areas of strategy and international management in an African context both in the private and public sector; and a comparative analysis of the African context with other contexts of the world.

Track 5: General Management

The General Management track welcomes conceptual and empirical papers that focus on general management in the African context including but not limited to the following topics: innovation and change management, corporate governance and accountability, sustainable decisions in organizations, and corporate social responsibility.

Useful phrases in Tswana

Notes: sg = singular (said to one person), pl = plural (said to more than one person). The words *rra* (sir) and *mma* (madam) are used in formal phrases.

English	Setswana (Tswana)
Welcome	O amogetswe (sg) Le amogetswe (pl)
Hello	Dumela
How are you?	O tsogile jang? Le kae? (sg) Le tsogile jang? (pl)
Reply	Ke tsogile sentle / Re teng (sg) Re tsogile sentle (pl)
What's your name?	Leina le gago ke mang? (frm) O mang? (inf)
My name is ...	Leina la me ke ...
Where are you from?	Ko gae ke kae?
I'm from ...	Ke tswa ko ...
Pleased to meet you	Ke itumelela go goitsi
Good morning	Dumêla rra/mma (frm)
Good afternoon	Thupama e e monate
Good evening	Muitsibowa a a monate
Good night	Borôkô! Robala sentle (sleep well)
Goodbye	Tsamaya sentle (Go well - said to the those leaving) Sala sentle (Stay well - said to the those staying) Go siame / Ke tla go bona (see you) Ke tla go bôna kamoso (see you tomorrow) Ke tla go bôna kgantele (see you later)
Have a nice day	Tlhôla sentle

I don't understand	Ga ke tlhaloganye
I don't know	Ga ke itse sepe
Please speak more slowly	Bua ka bonya
Please say that again	Ke kopa o boeletse gape
Please write it down	Ke kopa o e kwale fa fatshe
Do you speak Tswana?	A o bua Setswana?
Yes, a little	Ee, fela ga nnyane
How do you say ... in Tswana?	Wa bo o reng ... ka Setswana?
Excuse me	Intshwarele
How much is this?	E ke bokae?
Sorry	Ke kopa tshwarelo
Please	Tswêê-tswêê
Thank you	Ke a leboga, rra/mma
Response	Ke itumetse, rra/mma
Where's the toilet?	Ntlwana ya boitiketso e kae?
Leave me alone!	Ntlogele!
Help!	Nthuse!
Fire!	Molelo!
Stop!	Ema!
Call the police!	Bitsa mapodisi!

(from <http://www.omniglot.com>)